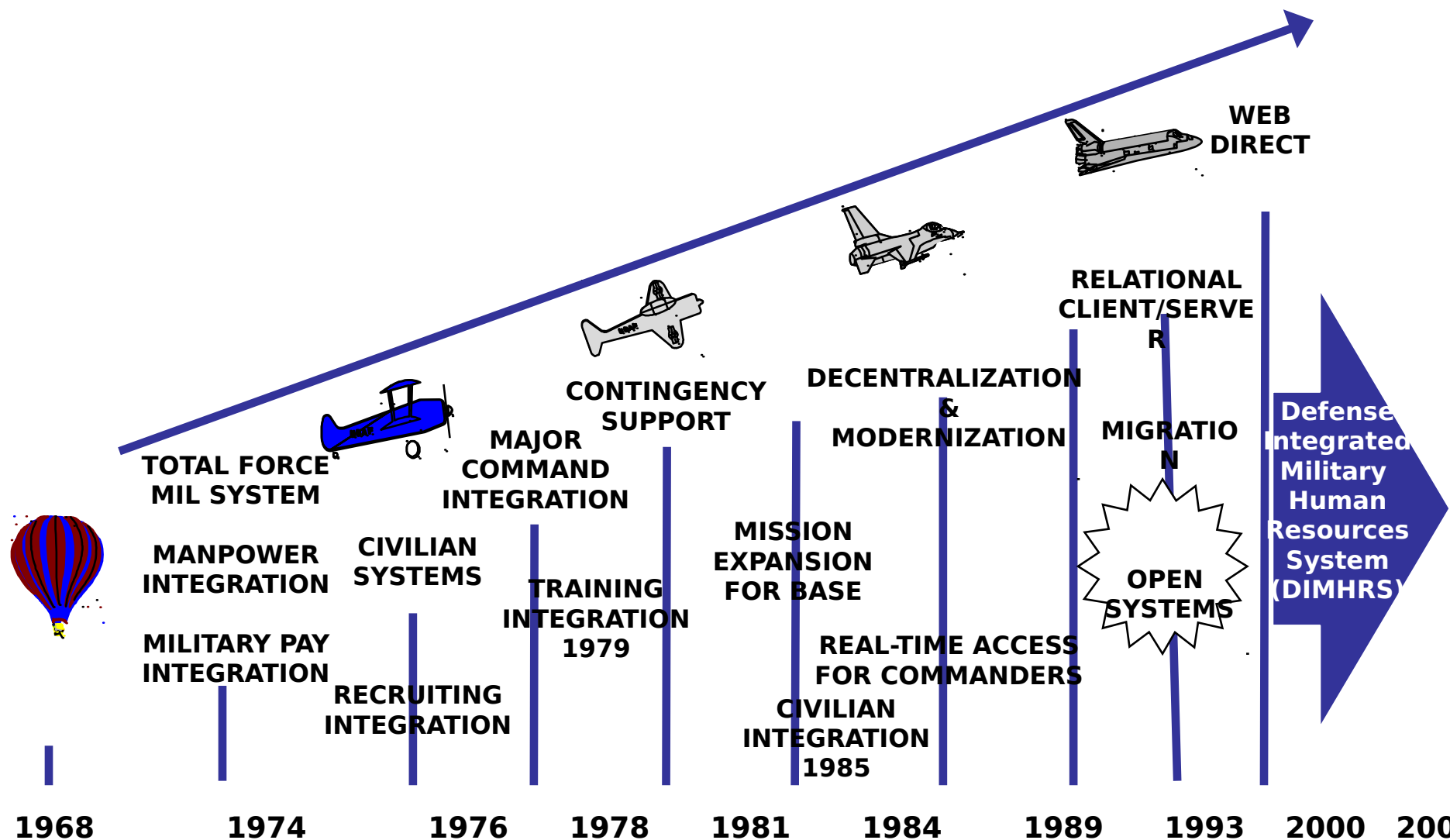# Defense Integrated Military Human Resource Systems (DIMHRS)

22 May 2004

AFPOA/DPXRD

PERSONNEL SYSTEM EVOLUTION

WEB DIRECT

RELATIONAL CLIENT/SERVER

DECENTRALIZATION & MODERNIZATION

CONTINGENCY SUPPORT

MIGRATION

MAJOR COMMAND INTEGRATION

TOTAL FORCE MIL SYSTEM

Defense Integrated Military Human Resources System (DIMHRS)

MANPOWER INTEGRATION

CIVILIAN SYSTEMS

MISSION EXPANSION FOR BASE

OPEN SYSTEMS

TRAINING INTEGRATION 1979

MILITARY PAY INTEGRATION

REAL-TIME ACCESS FOR COMMANDERS

RECRUITING INTEGRATION

CIVILIAN INTEGRATION 1985

| 1968 | 1974 | 1976 | 1978 | 1981 | 1984 | 1989 | 1993 | 2000 | 200 |

OVERVIEW

- **What is DIMHRS?**

- **Why DIMHRS?**

- **DIMHRS Transformation Goal**

- **DIMHRS Functionality**

- **Requirement Drivers**

- **The Value of DIMHRS**

- **Impacts On You the MPF Manager**

- **Timelines**

WHAT IS DIMHRS?

WHAT IS DIMHRS?

- **DIMHRS is the Defense Integrated Military Human Resources System for Personnel and Pay**

    - **Fully integrated, all-service, all-component, military personnel and pay system**

    - **Provides a comprehensive, logical, personnel and pay record**

    - **Provides 3.1M military service members access to their personnel and pay records**

WHAT IS DIMHRS?

- **DIMHRS (Pers/Pay) records will be available to:**
  - **Service personnel chiefs**
  - **Combatant commanders**
  - **Military personnel and pay managers**
  - **Other Authorized users throughout the DoD**

- **DIMHRS (Pers/Pay) will subsume existing personnel and pay interfaces**

- **DIMHRS will operate on a 24/7 basis**

WHY DIMHRS?

WHY DIMHRS?

- Lack of standard data and processes between the services leads to stovepipe systems that do not interact.

- Mobilization actions are not consistent and are often lost in transition between components.

- Combatant commanders do not have access to accurate or timely information.

- Combatant CINCs need total force visibility.

- Subsume Services stovepipe systems to reduce footprint and costs of legacy data systems

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TRANSFORMATION GOALS

DIMHRS TRANSFORMATION GOALS

DIMHRS Supports SecDef's Top '10' FY04 Priorities

1. Successfully Pursue the Global War on Terrorism

2. *Strengthen Joint War fighting Capabilities*

3. Transform the Joint Force

4. Optimize Intelligence Capabilities

5. *Improve Force Manning (Develop 21st century human*

    resource approach)

6. New Concepts for Global Engagement

7. Counter the proliferation of WMD

8. Homeland Security

9. *Streamline DoD Processes*

10. *Improve Interagency Process, Focus and*

DIMHRS will be an enabler of the Department of Defense transformation...

... *it will **radically change** how the Department of Defense conducts the human resources function*

... *it will **fundamentally change** how personnel in DoD view their organization and interact with its human resources system*
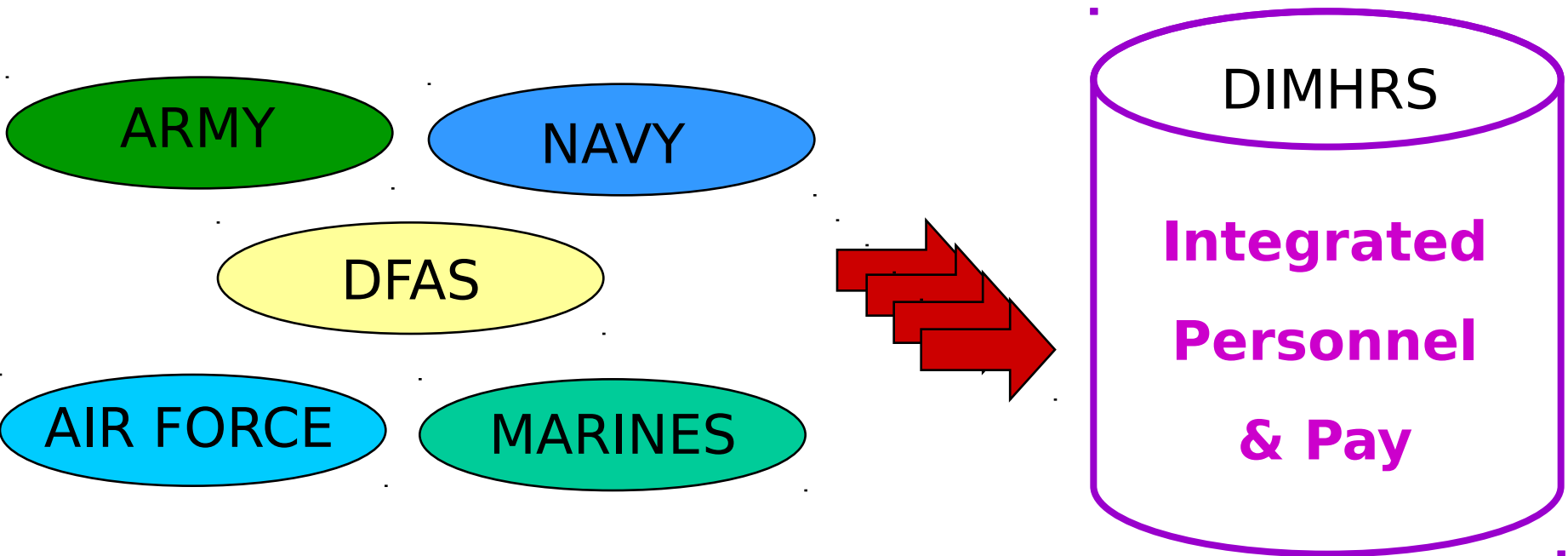
... *Organizational transformation is closely linked to the successful **transformation of the HR function**..............*

DIMHRS FUNCTIONALITY

DIMHRS FUNCTIONALITY

- **When implemented, DIMHRS will initially replace 30% of MILPDS functionality**

- **Remaining functionality will need to be captured from Air Force Business Process Owners (BPO) and submitted to DIMHRS**

- **Our charter—ensure requirements for every Air Force process is fully captured using every feasible requirement driver**
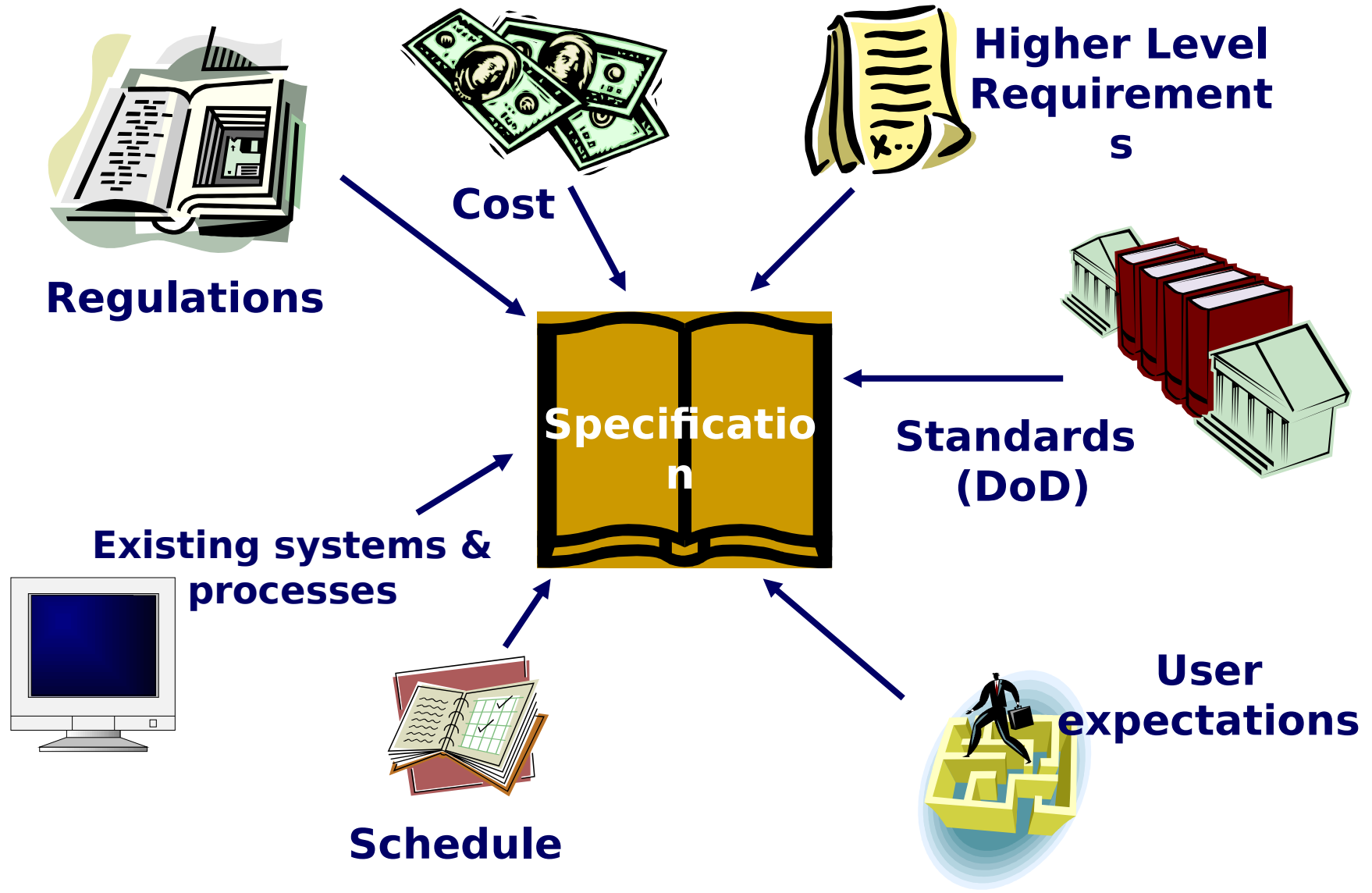
REQUIREMENT DRIVERS

REQUIREMENT DRIVERS

Regulations

Cost

Higher Level Requirements

Specification

Standards (DoD)

Existing systems & processes

Schedule

User expectations

DIMHRS VALUE

DIMHRS VALUE TO THE AIR FORCE

- **Standardize HR IT processes**

- **Provide the Services a fully-integrated military pers/pay system on a common platform**
  - **Absolutely essential to the timely and accurate compensation of military personnel**

- **DIMHRS will provide a single, comprehensive record of service throughout a member's life-cycle**

- **DIMHRS will allow the full integration of the human resource customer service**

- **DIMHRS will fully _integrate_ Active, Reserve, and Guard systems and databases**

- **DIMHRS will enable the streamlining of inter-Component and inter-Service transfers**

- **DIMHRS will enable a Cross-Service capability, as defined by the set up of roles and accesses**

- **DIMHRS will enable a full _self-service_ support capability**

- **DIMHRS will fully track personnel on temporary duty assignments and fully document health and safety incidents in a _member's permanent record_**

- **_DIMHRS will fully track all competencies: those required by the position and those held by the Service member_**

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IMPACTS ON YOU

IMPACT ON YOU

- **Training**
    - **Train-the-trainer**
    - **User training**

- **Subject Matter Experts**
    - **Workshops and testing**
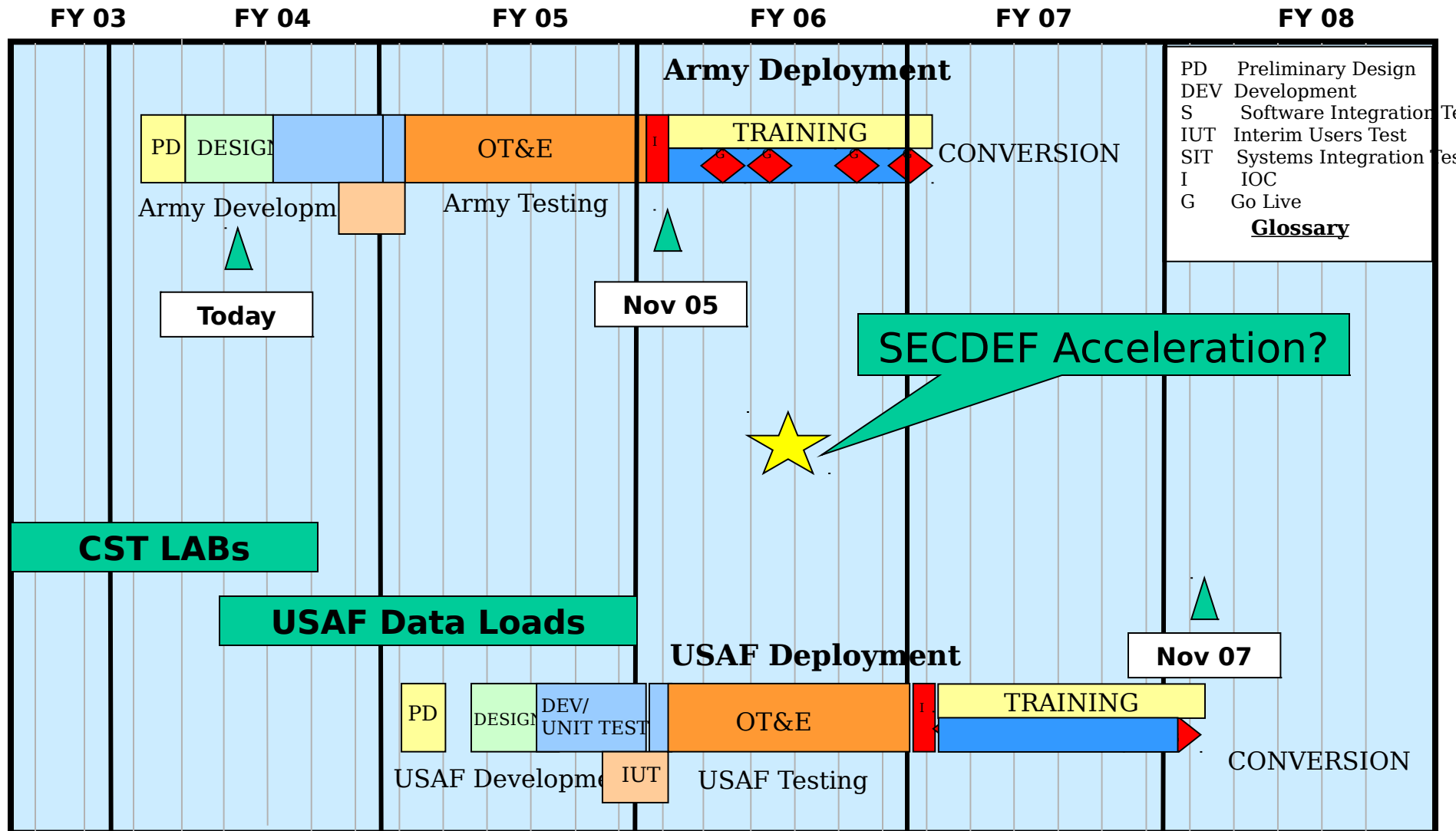
- **Workflow**

- **DIMHRS Plus and CST**

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Timelines

MOBILIZE   DEPLOY   REDEPLOY   MOBILIZE   DEPLOY   REDEPLOY

Recruiting & Accession

Initial Entry Training

Development

Veterans Affairs

Compensation

Allocation

Separation & Retirement

Quality of Life

Sustainment

ACTIVE   GUARD   RESERVE   ACTIVE   GUARD   RESERVE   ACTIVE